

Position Description

POSITION TITLE	Family Alcohol and Other Drugs (AOD) Clinician	
DIRECTORATE/SERVICE/PROGRAM	Client Services / Mental Health and AOD Services (MHAOD)	
REPORTS TO	Coordinator MHAOD	
DIRECT REPORTS	NIL	
CLASSIFICATION: SCHCADS Award Level 6	EMPLOYMENT TYPE: Full Time Ongoing	LOCATION: Geelong

ORGANISATIONAL OVERVIEW

Barwon Child Youth & Family's (BCYF) vision is for 'a community where people are safe, connected and empowered to live well.'

BCYF is an independent, not-for-profit community service organisation that provides, delivers and develops services, where the need exists, that advance the rights and well-being of children, young people and their families.

BCYF has a breadth of services ranging from prevention and early intervention, to complex care, which are delivered via a significant client services platform. BCYF is also the parent company of its subsidiary 'BAYSA', a registered housing provider of a range of accommodation and community support programs.

Governed by a Board of Directors and supported by an experienced leadership team, BCYF employs more than 300 staff and is committed to achieving its strategic priorities of service excellence, social impact and organisational sustainability. BCYF is committed to providing a safe and friendly environment for children and young people.

BCYF is an equal opportunity employer and encourage individuals of diverse backgrounds including but not limited to those from Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse communities or applicants with a lived experience of disability to apply. Reasonable adjustments will be made for people with disabilities where operationally viable.

POSITION PURPOSE

The Family AOD Clinician will provide an accessible, high quality, therapeutic alcohol & other drug service to families and family members who are experiencing impacts as a result of a family members' substance misuse. The Clinician will deliver; Family Education, Support and Counselling; Child Therapy to elicit and amplify the child's voice to increase capacity for emotional regulation; and Group Based Therapy.

The key objectives of this role are to:

- Reduce AOD related harm to individuals and their families by providing interventions to assist individuals and their family members to change harmful behaviours associated with AOD use and promote and amplify recovery.
- Strengthen the family ecology for the benefit of all family members affected by AOD use which may increase the possibility of recovery and are associated with a reduced likelihood of family conflict, family violence, early drug and alcohol experimentation and school disengagement.
- Enhance early intervention and service integration to enhance intervention success for families where AOD use is a significant issue.

KEY ACCOUNTABILITIES & DUTIES

Key Accountabilities & Duties	Measurable Outcomes
<p>Service Provision</p> <ul style="list-style-type: none"> • Provide single session, brief intervention or ongoing counselling including group interventions if indicated • Undertake assessment and formulation of complex family systems to determine an intervention approach • Assist family members to develop a range of skills and behaviours that can support behavioural change and improve communication • Provide specialist interventions such as utilising art therapy approaches for children or family therapy approaches for family group • Ensure service accessibility, conducting outreach appointments if required • Collaborate effectively to ensure continuity of service and stability of care • Provide clinical expertise and secondary consultation to other health and welfare services • Ensure linkages, referrals and coordinated service responses in relation to AOD/ Mental Health/Family Violence and Child Safety • Incorporate contemporary approaches to Family Violence and Child Safety to strengthen assessment and consultation 	<ul style="list-style-type: none"> • <i>Maintain a case load of clients (15-25) clients depending on service type and level of need</i> • <i>Deliver 80 Episodes of Care in a 12- month period (where an EOC is indicated by approximately 8 significant contacts)</i> • <i>Utilise assessments/formulations to guide intervention plan</i> • <i>Develop and review treatment plans with client and/or significant others</i> • <i>Routinely attend (or arrange if required) professional and care team meetings</i> • <i>Ensure AOD treatment goals are represented on plans that support the family to keep their children safe</i> • <i>Provide initial service response within 48 hours of allocation</i> • <i>Utilise specialist consultation when required</i> • <i>Review caseload and reflect on practice during fortnightly supervision</i> • <i>Attendance at relevant sector conferences, training and professional development activities in negotiation with manager</i> • <i>Record case notes within 48 hours of service provision</i> • <i>Ensure data collection through WV PHN portal</i>
<p>Contribute to continuous quality improvement in relation to service delivery.</p> <ul style="list-style-type: none"> • Provide and/or lead reflective practice (individual or group) where required • Participation in evaluation and ongoing monitoring of the program. • Include clients in the evaluation of the service where appropriate. • Collaborate with other support services and community based activities to integrate support and provide optimal service provision. 	<ul style="list-style-type: none"> • <i>Participate in review and evaluation processes</i> • <i>Participate in the development and review of program tools and methods</i> • <i>Contribute to the development/ review of a program manual</i> • <i>Ensure all work complies of the relevant legislation/ regulations, BCYF's' policies and procedures</i> • <i>Ensure confidentiality of documentation is maintained</i> • <i>Maintain collaborative and productive relationships with a range of stakeholders</i>
<p>Organisational Accountabilities & Duties</p> <ul style="list-style-type: none"> • Other reasonable duties as directed • Active involvement in the application of BCYF's quality and risk management frameworks • Comply with the standards of a child safe organisation in both practice and culture • Active involvement in professional development to build theoretical knowledge and practice capability 	<ul style="list-style-type: none"> • <i>Demonstrated participation in continuous quality improvement and risk management activities</i> • <i>Adherence with Child Safe Standards.</i> • <i>Demonstrated participation in professional development activities.</i>

KEY STAKEHOLDERS

- BCYF AOD service platform including Stepping up Barwon Consortium and other BCYF services
- DHHS – Child Protection
- Barwon Health – Mental Health and Drug & Alcohol Services
- Family Services – childFIRST, Bethany, Mackillop, Wathaurong and other relevant providers
- Department of Justice and Regulation – Community Corrections

ORGANISATIONAL VALUES & BEHAVIOURS

Our Values	Expected Behaviours
INTEGRITY <i>I am respectful, accountable and professional</i>	<ul style="list-style-type: none"> • I treat others with respect. • I demonstrate resilience and contribute to a positive workplace culture. • I reflect on my actions and practices and respond to constructive feedback. • I ensure that the organisational values and behaviours are reflected in my work. • I build strong professional relationships with colleagues, clients and partners
COMMITMENT <i>I am dedicated to achieving positive outcomes</i>	<ul style="list-style-type: none"> • I seek continuous improvement and solution based practises and outcomes. • I accept the accountabilities associated with my role and performance. • I embrace new ideas, methods and systems. • I take pride in my work and contribute to positive change. • I adapt when required and am flexible to changes in my role.
INCLUSION <i>I involve colleagues, clients and partners in my work</i>	<ul style="list-style-type: none"> • I engage and listen to clients and their families in planning and decision making. • I embrace opportunities to participate in organisational development. • I collaborate positively within my team and across the organisation. • I share my knowledge, achievements and learnings both internally and externally. • I recognise the strength that diversity brings to our workforce and community.

OHS RESPONSIBILITIES

The Board of Directors and Executive Management Team recognise the moral and legal responsibilities in providing a working environment for its employees, volunteers, contractors, visitors, the general public and those whom we serve (our clients), that is safe and healthy.

BCYF promotes a safety culture throughout the organisation that ensures that every employee actively participates in the health and wellbeing of themselves and their co-workers. All employees are expected to embrace this culture in line with the values of the organisation. All staff are expected to be aware of and participate in their duty of care in the workplace as outlined in induction and organisational policies.

PHYSICAL REQUIREMENTS & ENVIRONMENTAL CONDITIONS OF THE ROLE

The following table identifies the physical and psychological work environment characteristics that are inherent requirements of the role. Where possible, BCYF will make reasonable adjustments to enable individuals with disabilities to perform the essential functions of their roles.

Required activities / working environment	Frequency
Computer based tasks, sedentary position, office based	Often
Repetitive manual tasks	Sometimes
Driving, in & out of vehicles	Often
Walking, climbing stairs, bending	Sometimes
Working alone or at a co-located site	Often
Confrontational/confronting situations <i>(Due to the nature of our work there may be times when staff are exposed to behaviour, language and/or situations that can be confronting)</i>	Often
Working outside in differing weather conditions	Rarely
Attending external locations including client homes	Often

A signed pre-existing condition declaration form is required to be completed prior to commencement

KEY SELECTION CRITERIA

Essential

- Qualification in Social Work, Psychology, Counselling, Nursing, Allied Health Sciences, AOD or other relevant area of study
- Demonstrated experience in using advanced therapeutic skills when working with families who present with complex issues
- Demonstrated understanding of the principles and practice of harm minimisation orientated treatment and prevention of AOD problems
- Demonstrated understanding of care planning, case management, crisis intervention and therapeutic approaches to family work
- Possession of a current Victorian Driver's License
- Understanding of the purpose and expectations of the Victorian Child Safe Standards and demonstrated commitment to contributing to a child safe organisation in both practice and culture.

Desirable

- Certificate IV in AOD or completion of the core competencies (or able to complete the core competencies within the first 12 months of employment)
- Formal training in an experiential therapeutic modality such as Creative Arts Therapy
- Trauma informed training and/or experience
- Advanced knowledge of child development, attachment and trauma theories
- Experience in the provision of Dual Diagnosis secondary consultation and capacity to provide training and guidance in a range of AOD interventions

EMPLOYMENT CONDITIONS

Employees are required to read, understand and comply with all BCYF policies, procedures and reasonable direction, whilst demonstrating professional workplace behaviours in accordance with the BCYF's Code of Conduct.

BCYF is committed to being a safe and friendly organisation for children and young people and therefore require all employees to undergo and maintain a range of satisfactory checks as a condition of employment. These include:

- Working with Children Check
- National Police Check
- International Police Check (if required)

POSITION DESCRIPTION ACKNOWLEDGEMENT

I have read, understood and agree to comply with the above position description.

Employee Signature:

Date: